



TupperwareBrands
Building Better
2020 Sustainability Report

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About This Report

Welcome to the tenth annual Sustainability Report of Tupperware Brands. This Report summarizes our Environmental, Social and Governance (ESG) performance, and outlines how we have continued to make a positive difference in the lives of millions around the world through our products and our people.

Tupperware Brands' last report was published in 2020, covering our performance in 2019. This report includes quantitative performance data from January 1, 2020, to December 31, 2020, while our narrative is extended to cover events through the first half of 2021.

This report reflects the priority sustainability impacts of our business on stakeholders that were defined in a materiality assessment completed during 2021, following extensive stakeholder outreach. The process is described in the section: Our Approach to ESG.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016: Core option. In preparing this report, we applied the reporting principles for defining report content and for report quality as defined in GRI 101: Foundation 2016.

We also report against the Sustainability Accounting Standards Board (SASB) Standard for the Containers & Packaging Industry in the Resource Transformation Sector. The GRI Content Index and the SASB Index are available for download as a separate **[Appendix on our website](#)**.

The scope of data included in this report includes:

Environmental data: All owned and managed manufacturing operations around the world.

Safety data: All direct employees (Associates) and contract workers in manufacturing locations.

Human resources data: All direct employees (Associates) globally.

The data and information in this report have been subject to thorough internal reviews by our finance, compliance and legal departments. They have not been externally assured.

We welcome your queries and views on this report and your suggestions for improvement.

Please contact: **sustainability@tupperware.com**



A Message from our CEO

In today's world, with so much information and constant change, people seek a sense of purpose in their lives. They seek something they can truly care about to help them stay motivated, productive and connected to those around them.

That longing for purpose starts early. I see this with my two teenage children – they want to know what sort of work I am doing and how I am helping to create a better world for them and future generations. When I joined as CEO of Tupperware Brands last year, it really hit me – this is what it is about. Working for a company and leading teams that have a higher purpose to make a real impact. This company has a unique and storied history – and a rightful place in making the world better.

When we embarked on our three-year turnaround in 2020, we started with redefining our purpose. At Tupperware, we all want to do work we can be proud of and make a difference for people and for the planet. We took a refreshed look at why we do what we do, how we do what we do, and what we do to make it happen – and defined our new purpose: Every day, we nurture a better future. This simple phrase connects us all to the real reason we come to work every day. It connects us to the opportunities we have to make a difference, individually and collectively as both Associates within the business and as partners through our independent Sales Force, suppliers and others with whom we engage. The Tupperware brand has a chance to make a difference.

Sustainability is deeply embedded in this concept of nurturing a better future. After the redefinition of our purpose, we started the plan to reignite our efforts around Environmental, Social and Governance (ESG) priorities.

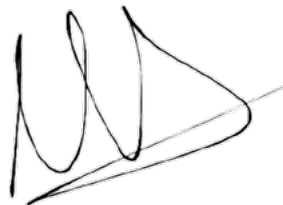
In 2021, we committed to a new set of material topics and developed new incremental goals on top of our already established ones based on engagement from internal and external stakeholders. We were able to gain valuable inputs

to help us determine where we should focus our efforts going forward. We identified what's important in the eyes of our stakeholders, including our targets and roadmap, and have gotten to work on these priorities.

Against the backdrop of the COVID-19 pandemic and an ambitious Turnaround Plan to deliver long-term profitable growth, I am incredibly inspired and energized by the clarity and motivation that this process has brought to our company. Our new purpose gives us the freedom to think about different paths to the Tupperware of the future, modifying our business model by embracing and optimizing digital platforms, new sales channels and new product ranges, all the while remaining true to our core as a company built on relationships that we will forever cherish. We have had to make some tough decisions as we restructured the company, and this has not been easy. However, in aligning to our new purpose, I feel there has never been a more exciting time in Tupperware's history.

We have made great strides in improving the sustainability profile of our ECO+ product lines, using recycled raw materials, and reducing our environmental impact across several metrics. We have delivered innovations that will make lives easier around the world while reducing food waste and eliminating single-use products.

I am grateful to all those involved in helping us create a stronger Tupperware – a brand that is committed to a better future. Thank you for your interest in our company and in this report.



Miguel Fernandez
President and Chief Executive Officer, Tupperware Brands

We Are TupperwareBrands

Company Overview

Tupperware Brands Corporation (NYSE: TUP) is a leading global consumer products company that designs innovative, functional and environmentally responsible products that people love and trust.

Founded in 1946, Tupperware's signature container created the modern food storage category that revolutionized the way the world stores, serves and prepares food. Today, this iconic brand has more than 8,500 functional design and utility patents for solution-oriented kitchen and home products.

Our products help store, serve and prepare food and support efficiency in the home and kitchen in multiple ways. The core of the Tupperware® brand product line consists of design-centric preparation, storage, and serving solutions for the kitchen and home, in addition to lines of cookwares, knives, microwave products, microfiber textiles, water-filtration related items and an array of products for on-the-go. We continue to innovate to include sustainable raw materials; new products designed to

solve consumer needs identified by data and insights; and a refined product strategy tied to the company's renewed purpose to helping consumers live sustainably by reducing food waste and eliminating the use of single-use products.

Committed to Nurturing a Better Future

In 2020, we took a fresh look at who we are and what we stand for – and redefined our purpose: *Every day, we nurture a better future.* Tupperware can help people everywhere to lead sustainable lifestyles and actively participate in global efforts to mitigate climate change by providing durable, reusable, recyclable products that are contributing to a circular economy and eliminating the need for single-use items.

Our why

Every day, we nurture a better future.

Our how

Through an obsession with designing innovative, functional and environmentally responsible products.

Our what

Lifetime-use products people love and trust.

Our values

**We do what's right.
We succeed as a team.
We always improve.**

By the Numbers *As of December 26, 2020

Product sales in more than 70 countries.

\$1.74 billion in net sales.

\$112.2 million in net income.

3.2 million independent Sales Force members worldwide.

More than 10,000 Associates worldwide.

Top markets:
★ U.S. & Canada
★ Mexico
★ Brazil
★ China

Awards & Recognition

America's Most Responsible Companies 2021
Newsweek

Brands That Matter 2021
Fast Company

2021 Game Changers
Orlando Business Journal

2021 Innovation by Design Award Winner
Fast Company

2020 Latinos on Boards List
Latino Leaders



Fast Company is a registered trademark of Mansueto Ventures LLC

Where We're Going: Our Turnaround Plan

In 2020, Tupperware embarked upon a transformational journey, touching every aspect of our business, to expand our global presence, reinforce our market leadership and enhance our overall value proposition and positive contribution to all stakeholders. This Turnaround Plan started with the appointment of President & Chief Executive Officer, Miguel Fernandez, who created a leadership team to lead Tupperware Brands successfully into its next chapter. The Turnaround Plan encompasses far-reaching realignment and reprioritization, including:



Revitalizing our corporate approach with a newly articulated Purpose, Mission, Vision and Values to inspire and energize our Associates, Sales Force, partners and consumers.



Simplifying our organizational structure by creating a dual focus on commercial activities that drive sales and top-line growth, and operational activities that are essential enablers.



Rightsizing the business to improve profitability, accelerate the divestiture of non-core assets, enhance liquidity and create a more sustainable business model so that we continue to deliver our lifetime-use Tupperware® products that people love and trust for the long term.



Developing and providing new systems and tools for our independent Sales Force to meet their needs while supporting our collective business success, facilitating faster onboarding and retention of new Sales Force members.



Modernizing and optimizing our digital functions and processes across diverse sales channels and our core business for improved reach, speed to market and distribution efficiency.

For more information on the company's 2020 progress, please refer to [our CEO letter of the annual report](#).

Sustainability's Part in the Turnaround

Patricio Cuesta, President of Commercial Worldwide, leads sales, marketing and digital strategies to support growth across all markets:

Luis Vazquez, President of Tupperware U.S. & Canada, leads Tupperware's business in one of the company's top four markets:

Hector Lezama, President of Commercial Business Expansion, leads retail channel growth, new markets and channel expansion:

"I have been having many discussions on sustainability, seeking to understand what is important to our Sales Force and our consumers. The environmental aspects of our products have not been a main selling point to date. But I think that is changing. People today are more aware of the problems of single-use plastics and of climate change. I think it is essential that we leverage our strong position as an environmentally positive brand and turn our lifetime-use, recyclability, waste avoidance, efficient functionality and sustainable innovation into a much stronger platform that underpins the value of our brand and our growth plans."

"In today's world, brands cannot stay quiet. They have to advocate for a better world, including social justice, environmental stewardship and more. Sustainability is core to being a trusted and valued brand. At Tupperware, the building blocks are in place and have been for years. We need to voice this advantage while, at the same time, doing more to improve our sustainability performance."

"Our Turnaround Plan includes many new initiatives, partnerships and collaborations. Companies want to do business with responsible companies. Investors are seeking sustainable performance from public companies such as Tupperware. Sustainability is an integral part of our Turnaround Plan, and it is reflected in our new How, Why and What, supported by our Values. It is the right path to pursue, but it is also the only path to pursue."



2020 in Review:

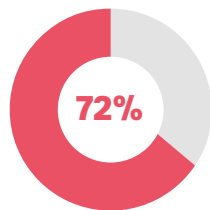
Sustainability Highlights in the First Year of the Turnaround

As part of the Turnaround Plan, the Company conducted a thorough re-evaluation of targets in the areas of Environmental, Social and Governance.

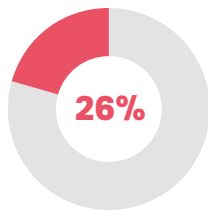
Please see page 10 of this report for a full list of Tupperware's targets to 2025 and 2030.

On the path toward delivering on these targets, we made notable progress in several areas during 2020, the first year of Tupperware's three-year Turnaround Plan.

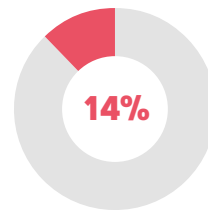
Environment



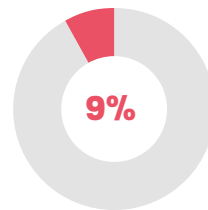
of waste diverted from disposal in 2020



reduction in water withdrawal per ton of product (vs.2019)



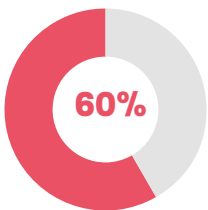
reduction in greenhouse gas emissions per ton of product (vs.2019)



reduction in energy consumption per ton of product (vs.2019)

Social

Named as one of Newsweek's America's Most Responsible Companies 2021



women in executive and management roles

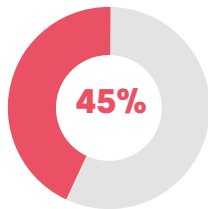
Creation of a talent and engagement team to lead culture transformation

\$4.24

million corporate giving (3.8% of Tupperware's net income in 2020)

Governance

New CEO and leadership team to drive achievement of Tupperware's Turnaround Plan



women on our Board of Directors



of Associates completed annual Code of Conduct training



fines or sanctions for non-compliance

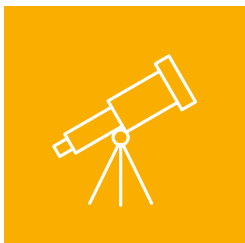
Our Approach to ESG

Kickstarting the Journey

Sustainability has always been core to Tupperware Brands. In fact, the brand was built on the principles of sustainability well before the use of the term sustainability gained popularity, by helping households save time, money and food. To support our Turnaround Plan and to address the many changes in the world due to the COVID-19 pandemic, 2020 was the right time to reassess the topics that matter for Tupperware and for our stakeholders.

Working with a leading global expert advisory firm, we embarked upon a process to understand the new Environmental, Social and Governance (ESG) landscape and the concerns and expectations of our stakeholders, as a basis for decision-making on ways to move forward. Our process, which was supported by our Board of Directors and involved our entire leadership team, followed a set of distinct phases, leading up to the definition of our priority sustainability topics and a revised sustainability strategy and associated targets.

Universe of Topics



Evaluate relevant ESG topics

Stakeholder Identification



Identify internal and external stakeholders

Stakeholder Engagement



Assess the impacts of the organization

Prioritization



Narrow our focus

We began the assessment by narrowing down the universe of potential ESG topics using peer benchmarks, globally recognized sustainability standards and frameworks and sustainability topics regularly addressed by ESG investment analysts. This process yielded 28 relevant topics for further detailed evaluation.

“At Tupperware, we are driven by a common purpose: To nurture a better future. We see ourselves as not just a company, but as a global movement. We want to be the catalyst to move the dialogue around the world from ‘recycle’ to ‘reusable’. With thousands of Associates and millions of independent Sales Force members in more than 70 countries, we believe our ability to create that dialog is powerful. We know it will take more than simply living our values, and that it will also require us to inspire others by communicating how we achieve success as part of our identity as a company. We are increasingly being asked for metrics, so it is important that we focus on the data and report transparently. The metrics are not a driver of our performance but rather a reflection of our deeply embedded responsibility to always do what is right.”

Richard Goudis
Executive Vice Chairman



First, we engaged our stakeholders

We define stakeholders, using the definition of the Global Reporting Initiative (GRI) Standards, as entities or individuals that can reasonably be expected to be significantly affected by an organization’s activities, products and services, or whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives. Using this definition, we identified 10 internal and external stakeholder groups. Internal stakeholders also include our Board of Directors, executive leadership and other internal leaders.

Internal and External Stakeholder Groups

Associates	Sales Force	Consumers	Retail Customers and Partners	Industry Association
Suppliers	Non-Governmental Organization (NGOs)	Investors	Regulators	Communities

We engaged with these stakeholder groups through targeted surveys, focus groups, interviews and independent research, including:

- 20 executive and Board interviews
- 2 internal focus groups and survey of 120 functional and market leaders across Tupperware
- 10 supplier and NGO surveys
- Interviews with top Sales Force leaders in two major markets
- Social media analysis and external stakeholder research

Inputs and insights from all stakeholders were analyzed to create the top ranked ESG topics for Tupperware by group. For each identified topic, stakeholder scores were aggregated to form a shortlist of highest rated topics by stakeholder group. The topics that were most highly ranked by several stakeholder groups include:

- Circular and sustainable business models
- Community engagement
- Operational and packaging waste
- Product innovation
- Product safety and quality
- Ethics, integrity, and compliance
- Culture, diversity, equity, and inclusion

For an overview of stakeholder engagement by topic, see GRI 102-44 in the [GRI Content Index](#).



Next, we assessed and defined what’s material to Tupperware

To create a list of the highest priority ESG topics for Tupperware, we used two main input sources:

- Priority ESG topics defined by stakeholder group as noted above
- An assessment of the significance of social and environmental impacts to Tupperware’s business, created from input provided by Tupperware’s Board of Directors, executive management and functional and market leads

The result of this analysis was a list of the ten ESG topics listed below that are material and most critical for Tupperware to address going forward.










Environmental	Operational and packaging waste	Greenhouse gas emissions and climate strategy	
Social	Community engagement		
Human Capital	Culture, diversity, equity, and inclusion	Safe working practices	Talent attraction, development and retention
Product	Product innovation	Circular and sustainable business model	Product safety and quality
Oversight & Governance	Ethics, integrity and compliance		

In 2021 and continuing into 2022, we are building on this work by embarking on a maturity model assessment to fully integrate ESG into the business and prepare the highest quality ESG disclosures. In turn, this will continue to inform our sustainability strategy that supports delivery of progress in all of these areas, to meet our measurable goals and targets.

Then, we redefined our ESG targets

Tupperware makes an important contribution to advancing the United Nations (UN) Sustainable Development Goals (SDGs), advancing these targets in several ways that are illustrated in different sections of this report. Based on the results of the materiality assessment, an analysis of the impacts of COVID-19 and the direction of our company strategy, we have redefined our targets below that we aim to meet by 2025 and 2030. This includes refreshing our previous environmental targets and for the first time, publishing our social and governance targets. Importantly, our new targets align with several global objectives articulated in the UN SDGs.

Our SDG-aligned ESG Targets

Our environmental goals	2025 Milestone	2030 Milestone	UN SDG Target	
Significantly reduce water use in our owned manufacturing plants	20%	40%	Target 6-4: Increase water use efficiency 	
Eliminate Greenhouse Gas (GHG) emissions generated in our owned manufacturing plants	40%	90%	Target 13-1: Strengthening resilience to climate change disasters 	
Significantly reduce waste generated in our owned manufacturing plants, including achieving zero landfilling	Zero waste to landfill where infrastructure allows	20% absolute reduction of waste generated	40% reduction of waste generated	Target 12-4: Responsible management of chemicals and waste 
Eliminate the use of single-use plastic packaging	50%	95%	Target 12-4: Responsible management of chemicals and waste 	
Expand and leverage our sustainable products range made of non-fossil fuel resins	Launch a product line using sustainable raw materials	Include a substantial amount of products made with sustainable raw materials in portfolio	Target 12-4: Responsible management of chemicals and waste 	
Provide opportunity for returned Tupperware® products to have a new life	90%	Create meaningful and innovative ways to find new life for returned Tupperware® products	Target 12-4: Responsible management of chemicals and waste 	
Our social goals	2025 Milestone	2030 Milestone	UN SDG Target	
Be globally recognized for diversity, equity and inclusion in the workplace	Achieve global certification for gender equity areas including representation, pay equity, policies and practices, and inclusiveness in career development	Achieve certification by a globally-recognized intersectional equity standard	Target 5-1: End discrimination against women and girls 	
Our governance goals	2025 Milestone	2030 Milestone	UN SDG Target	
Integrate ESG mindset into employee performance and compensation activities	Apply ESG-related metrics in performance and/or compensation goals to management and Executive Officers of the company	Implement ESG-related metrics in employee performance and/or compensation goals for employees across the company	Target 12-6: Encourage companies to adopt sustainable practices and sustainability reporting 	
Supplement our longstanding history of gender equality and racial diversity on our Board of Directors by further integrating additional forms of diversity	Continued focus on social diversity factors in Board of Directors selection including gender, race, ethnicity, background, age, disability, and varied professional experience and expertise	Grow social diversity profile on Board of Directors	Target 5-5: Ensure full participation in leadership and decision-making 	

*Environmental targets evaluated from 2017 baseline

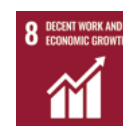
In addition, through our ongoing business, we continue to contribute significantly to the following additional SDGs:



We place high emphasis on safe working practices throughout our operations and maintain a global annual program of wellbeing events and wellness support for our Associates.



We contribute to maintaining a strong industry through our 14 manufacturing plants across the globe and continuous innovation based on sustainability principles.



We conduct our business in a responsible manner, providing positive work opportunities for our thousands of Associates and encouraging economic growth through our marketing and sales of Tupperware® products.



We operate our business in line with ethical standards of conduct throughout our entire value chain



Our business model enables many individuals to generate a meaningful income outside of traditional job markets and salaried employment.



Environment: No Time to Waste

Environmental Strategy and Progress

Tupperware Brands has always been committed to conserving resources and protecting the planet. From our very beginning, our products have been designed for durability, efficiency and sustainability. In 2019, we formalized our commitment to further improving our environmental impacts through our **No Time to Waste**[®] strategy and established an initial set of targets that reflect our commitment to significantly reducing resource consumption and minimizing waste at every step of the lifecycle, from manufacturing and distribution to consumer use, recovery and recycling.

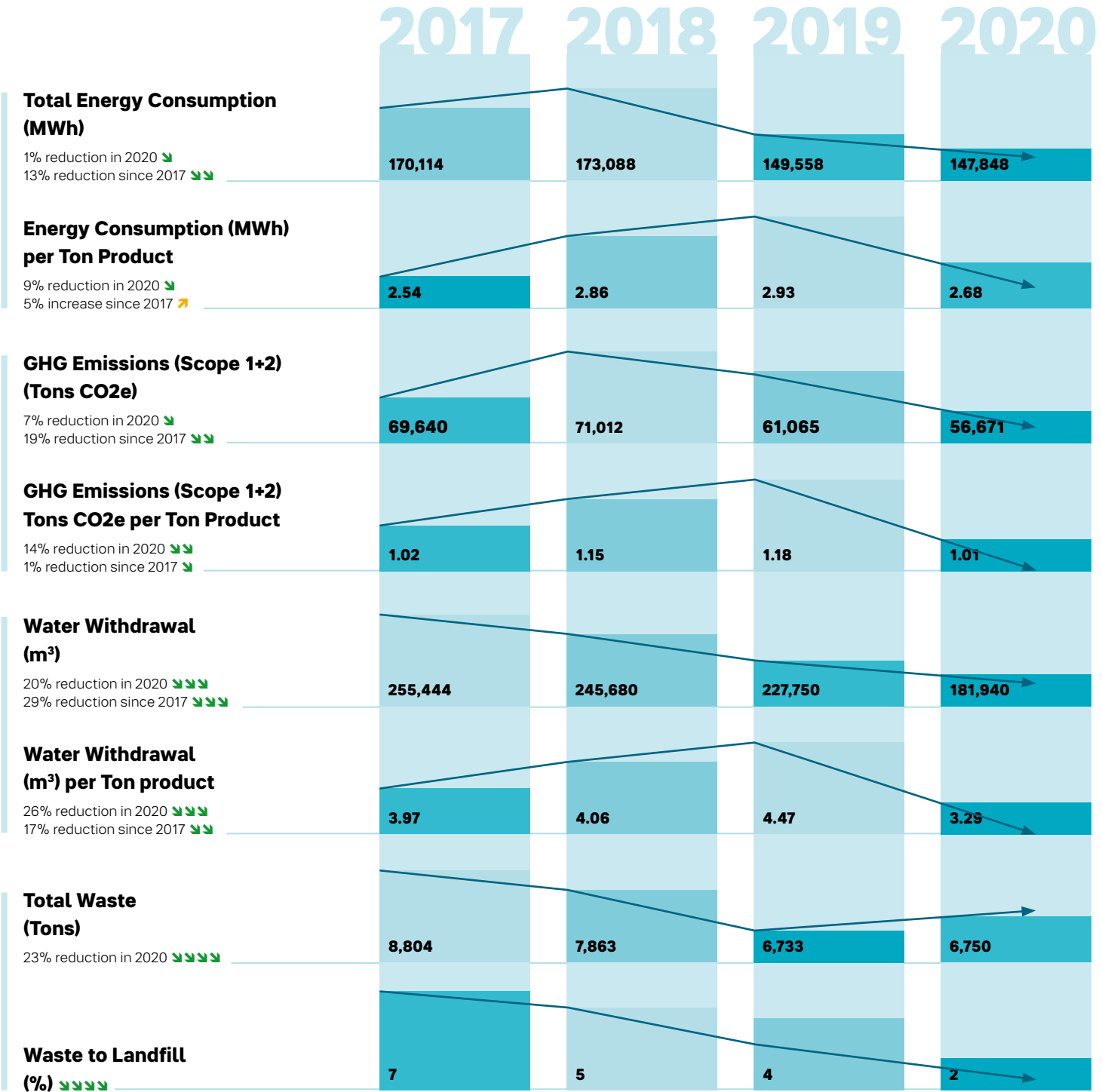
In early 2021, informed by our materiality assessment, we revised our environmental targets for our manufacturing operations and now commit to the following:

Manufacturing impacts	By 2025	By 2030
Greenhouse gas (GHG) emissions: Reduce absolute GHG emissions generated in our owned manufacturing plants	40%	90%
Water use reduction: Reduce absolute water volume withdrawn at Tupperware owned manufacturing facilities	20%	40%
Waste reduction: Reduce total waste (by weight) generated by in Tupperware owned manufacturing facilities	20%	40%
Landfill waste avoidance: Reduce waste to landfill where infrastructure permits	Zero	Zero

We have been measuring our performance in these areas for several years, and have already made significant progress since 2017, the base year established for our new targets. Details are shown in the four-year performance tables in the section **Environmental impacts 2017- 2020 - manufacturing operations**. Our revised targets challenge us to go further and deliver significant additional resource efficiencies over the coming decade.

Beyond the direct impacts of our manufacturing operations, we have revised our targets for materials sourcing and circularity, so that we can play a more significant leadership role in driving markets toward sustainable production and consumption. Learn more in the section: **Advancing Circularity**.

Environmental impacts 2017 - 2020
manufacturing operations





Combating climate change

Advancing our No Time To Waste® strategy and improving the environmental impacts of our manufacturing operations plays a significant role in combating climate change, which is often cited as the number one sustainability priority for businesses around the world.

The UN's **Intergovernmental Panel on Climate Change (IPCC) report** and major reviews of the science of climate change published in August 2021 confirms that global temperatures will continue to rise above 1.5°C during this century, with catastrophic results for the planet and our ability to thrive on Earth, unless decisive and drastic action is taken to reduce greenhouse gas emissions in the coming years. Our targets toward resource efficiencies and uptake of renewable energy in the coming years will play a role in global efforts to mitigate climate change.

Highlights that contributed to our strong environmental performance in 2020 across Tupperware globally are shown below. Despite certain disruptions in 2020 due to the COVID-19 pandemic, for the most part, our factories continued to operate, and production volumes were higher in 2020 than in 2019. Therefore, we are confident that our performance in 2020 is reflective of underlying progress and cumulative efforts being made at every Tupperware facility.

South Africa

- **Replaced single-use hairnets** for plant operators with multi-use cloth caps, avoiding more than **1.2 tons of plastic waste** per year; additionally, replaced single-use earplugs with reusable corded earplugs
- **Installed LED lighting** in several areas of the plant, reducing electricity consumption
- **Reused cardboard packaging** supplied with imported materials avoiding procurement of almost **5 tons of corrugated packaging** per year
- **Recycled food waste** from dining facilities to produce fertilizer

Greece

- **Advanced optimization program**, with a focus on air leaks reduction, automatic shutdown of machine motors and other measures yielding higher than targeted **reduction in energy consumption of 7%** (kWh per machine hour)
- **Installed paper baler** in warehouse to compact non-reusable paper and board packaging for easier recycling and more efficient handling
- **Established new arrangements for recycling of waste** as raw material for the cement industry, for implementation in late 2021

India

- **Reduced electricity consumption by 31%** (kWh per machine hour) in 2020 versus 2019
- Achieved **zero** landfill waste in 2020
- **Reduced total waste by 27%** in 2020 versus 2019
- **Improved packaging efficiency** saving more than 58 tons of carton board
- **Completed move to paper bags, eliminating plastic bags** for packaging of products to consumers

China

- **Advanced plant resource efficiency programs** yielding savings in water, waste and electricity consumption throughout the year
- **Shredded and reused more than 21 tons of carton board** that was identified as waste
- **Installed 13 water meters** for detailed monitoring of water consumption and efficiency measures
- **Achieved 62% reduction in waste to landfill** through improved waste stream management

Advancing Circularity

Tupperware® products have always been designed to provide solutions to the most common kitchen and food preparation challenges to help make life more efficient, as well as to provide ways to help keep food fresh longer and avoid food waste.

Our vision as a company is to use our business opportunities and our products to make a positive impact on the world around us. Our products have always been engineered to reduce environmental impact by providing reusable, durable and easy-to-use solutions that help minimize plastic and food waste.

We extend our vision by committing to significantly reduce waste by taking large steps to ensure waste reduction at every step of our product lifecycle, from design, manufacturing and distribution, to consumption, recycling and recovery.



Our legacy is one of providing durable products for many years of use, and our kitchenware and food preparation products have always been designed with this sustainability principle in mind. As such, Tupperware® products offer a path to the elimination of single-use plastics that has become a global concern.

As a signatory to the Ellen MacArthur Foundation’s New Plastic Economy Global Commitment, we are taking practical action together with other signatories to help create a circular economy for plastic. See our latest report to the Ellen MacArthur Foundation [here](#).

In 2021, following completion of our materiality assessment, we revised our circularity targets as follows:

Circularity impacts	By 2025	By 2030
Eliminate the use of single-use plastic packaging	50% reduction of single-use plastic packaging	95% elimination of single-use plastic packaging
Provide opportunity for returned Tupperware® products to have a new life	90% of returned product will be used as raw material input for our own or third-party product	Create meaningful and innovative ways to find new life for returned Tupperware products



Accelerating the pace with ECO+

In 2019, Tupperware introduced its planet-friendly ECO+ material to advance a circular economy and offer climate smart options to our consumers around the world.

The first innovative material in our ECO+ line was a new circular polymer, sourced from SABIC, a long-time supplier to Tupperware and a global leader in the manufacturing of sustainable materials. The SABIC circular polymer uses more than 99% mixed plastic waste collected from municipalities that would otherwise end up at incinerators or landfills. Certified to International Sustainability and Carbon Certification Plus (ISCC) Standards, this new polymer enabled Tupperware to be first to market with a sustainable food-grade product line while helping to solve the world's plastic waste challenges and to avoid significant greenhouse gas emissions. We will look to source more ECO+ circular polymer from SABIC, following an initial pilot allocation, and await further scaling of production to help meet our raw material needs.

ECO+: The use of SABIC circular polymer in Tupperware® products has enabled the avoidance of **more than 100 tons of CO2 emissions** from our product lifecycle (2019-2020) and more than 165 tons of plastic waste to landfill.

During 2020 and 2021, we continued to accelerate our pace of innovation and consideration of alternatives from a variety of sustainable, recycled, bio-based and environmentally conscious materials in order to expand our ECO+ offering to more products. For example, we have already introduced a renewable, bio-based polymer from plant-based waste for manufacturing of our products, with procurement of an initial volume of 174 metric tons. Additionally, in 2021, we developed a line of products using a new circular polymer made from recycled PET bottles (Tritan™ Renew, see below).

Transparent circular products using Tritan™ Renew: In 2021, we partnered with Eastman, a global specialty materials company, to expand our ECO+ portfolio using Tritan Renew. Tritan Renew resin is made with Eastman's polyester renewal technology that recycles at the molecular level, breaking down plastic waste to its fundamental building blocks to be used to create pristine new material. The material is highly durable, dishwasher safe, and free of toxic materials. Tritan Renew offers Tupperware the ability to design clear or transparent products with 50% certified recycled content without compromising on quality or clarity. Using Tritan Renew, we launched our Clear Bowls Collection for a completely new sustainable consumer experience. Our strategic partnership with Eastman allows Tupperware to further advance innovation and introduce products that are attractive, functional and environmentally friendly.

Our current ECO+ product portfolio includes the **ECO+ Straw Set, ECO+ To-Go Cups** and now, the new **ECO+ Lunch-It Containers** and **Sandwich Keepers**.

Our new award-winning Coffee To Go Cup, launched in 2020, is made from ECO+ material. It is a cleverly designed reusable coffee cup, in two sizes, that enables consumers to take their coffee on the go from home, or buy takeaway coffee (or other beverages), all the while avoiding the need for single-use paper or plastic cups.

“At Eastman, we’re pleased to make molecular recycling a reality and deliver products that reduce consumption, advance the circular economy, and create value from waste. Tupperware’s choice of Tritan Renew shows what is possible today, not just years in the future.”

Scott Ballard
Vice President and General Manager
of Specialty Plastics at Eastman

eco+
by **Tupperware**

**Made from recycled,
renewable or sustainably
sourced raw materials**

¹ The recycled content is achieved by allocating the recycled waste plastic to Tritan Renew using a mass balance process certified by ISCC.



We introduced our first Eco Bottle made from 100% plant-based (wood pulp) certified renewable biomaterial in 18 markets in Europe, Middle East and Africa for World Water Week in 2021.

The bottle is packed in compostable bags made from corn starch for a fully sustainable experience. Our consumers loved it and within a week of launch, more than 230,000 Eco Bottles were sold.

Tupperware's own circular brand

Tupperware's Recycline recycles returned or damaged products covered by our Lifetime Warranty from our markets, as well as products that do not fully meet our quality standards and are rejected during our production process, to make new non-food-grade items such as home storage products.

Globally in 2020, we processed 27.5 tons of raw material derived from product rejects or returns, delivering more than 300,000 Recycline products to our consumers.

Circularizing our packaging

In line with our new targets to eliminate all types of non-recyclable, non-compostable, non-biodegradable, non-reusable plastic packaging for Tupperware® products for our packaging at different stages of our product lifecycle, we have started making bold plans to transform our packaging sourcing and our packaging processes in our operations.

Early wins include the use of compostable bags made from corn starch derivatives for the launch of our Eco Bottle in 2021 (see section: **Product Innovation**), and the complete replacement of plastic bags for consumer-facing secondary packaging in India (see section: **Combating climate change**).

Going forward, we will continue to examine the feasibility of several alternative sources and our ability to secure sufficient quantities for our global needs.

Partnering for circularity

In 2020, we announced a partnership with TerraCycle's circular reuse platform Loop, aimed at eliminating waste and greatly improving the delivery, design and features of consumer products.

Loop is a global reuse platform that partners with brands and retailers with the objective of shifting from a disposable to a durable supply chain where manufacturers own their packaging for the long term. In this model, consumers do not own the package, they own the product within. Once used, products are retrieved, then cleaned, refilled and reused – creating a first-of-its-kind circular packaging system.

"We couldn't have a more qualified partner than Tupperware to be our first plastics container brand partner. Their long heritage and knowledge in durable, reusable product development makes them a valuable resource to our partners who are looking to improve the design and functionality of their packaging."

Tom Szaky

Chief Executive Officer, TerraCycle and Loop

Our partnership with Loop was forged to enable consumers – first aiming for those across the U.S – to purchase products from leading consumer brands and retailers packaged in durable, reusable Tupperware® products. In this partnership, Tupperware® will provide a new packaging offering for Loop as its first reusable plastic container brand partner, adding to Loop's catalogue of reusable glass and metal containers. Due to the strength, resilience and weight characteristics of reusable plastic solutions and our vast experience in engineered resin and sustainable plastics technology, Loop's brand partners will have exciting new options to package, store and ship products to U.S. consumers.



Product Innovation

Our rich history of innovation continues as we listen deeply to our consumers around the world and aim to address their evolving needs in a world that is fast-paced, increasingly driven by healthier lifestyles and food preparation, as well as environmental consciousness. We draw our inspiration from our global Sales Force and their local insights to create innovations that are often globally relevant.

A new patent for an exciting Tupperware development:

In 2020, we were thrilled to receive a U.S. Patent for PONDs (Passive Orbital Nutrient Delivery System) a unique device designed to grow vegetables in low earth orbit with minimal maintenance. Over several years of collaboration with Techshot, Inc., an in-space research and manufacturing company, our PONDs development helps NASA advance space exploration by helping astronauts stay healthier on their missions by growing nutritious vegetables on the International Space Station. PONDs is the result of optimizing the technology for microgravity to create a zero-powered, passively maintained system to grow vegetables that have higher water requirements in space.

PONDs first launched into space in 2018 on CRS-14, SpaceX's 14th contracted cargo resupply mission to the International Space Station for NASA. PONDs hardware returned to the space station in 2019 and in 2020 on different missions, and Tupperware and NASA are planning a fourth trip for PONDs in 2021. In 2020, Tupperware received two honorable mentions from Fast Company and its Innovation by Design Awards for Design Company of the Year and Best Design in North America for the PONDs system.

"We are proud to have received a patent for the unique and novel design of PONDs. With this patent in hand and with the work of our teams on this project, we are now exploring ways to capitalize on the science behind this innovation to enable consumers to reduce their impact of single-use plastic and food waste through the use of our environmentally responsible products."

Miguel Fernandez
Chief Executive Officer



Product innovation in 2020

Three exciting innovations (among several) launched in 2020 are:



EZ Speedy is our all-in-one Mixture Master for measuring, mixing and pouring anything that needs whipping and whisking up, including all types of batter, meringue, omelettes, cream, mousse and more. With no requirement for electricity, and no plug or cord, the EZ Speedy makes mixing possible anywhere, not only at the kitchen counter, all the while saving energy and providing a safe option that even young children can use. The EZ Speedy has two gears to make mixing easier for various preparations. And, like all Tupperware products, it lasts for years and years.



When baking and prepping recipes, equal apportionment is often a challenge. Our new **Portioning Scoops** enable equally sized and perfectly shaped portions for meatballs, falafel, croquettes, cookies, chocolate balls and more, time and time again. The Scoops can also be used for measuring dry ingredients. As is so often the case with Tupperware products, these Portioning Scoops serve multiple functions, meaning fewer tools and devices in the kitchen, allowing for less clutter, less waste and less cleaning.



Our new **Recycled Microfibers** for household cleaning are nothing short of revolutionary. Our innovative design includes 80% recycled polyester sourced from post-consumer PET bottles, industrial polyester waste and garments. The Recycled Microfiber towels clean all kinds of surfaces, from countertops and glassware to stovetops and appliances - without the use of cleaning products. For sustainability-minded consumers, this product is a clean win.

Additional product innovations launched in 2020 include:



The **Coffee Station** launched in Brazil as the trend of at-home coffee making grew in the wake of the global pandemic; the Coffee Station keeps coffee grounds or beans, filters, and a scoop all in one place and helps keep contents fresh.

The **High Speed Blender** launched in China. The product features a highly efficient motor for blending, assisting consumers in the preparation of a wide variety of recipes from nut milk to thick soup to porridge.



The **Handy Spiralizer**, designed to twirl out noodles by hand, was introduced in several markets in 2020 as an affordable option to help consumers innovate in meal preparation at home.

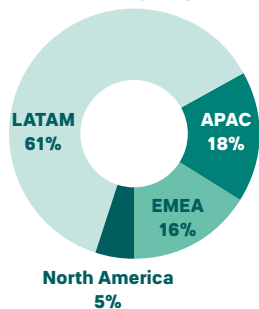
Universal Cookware introduced first in Malaysia as a solution for smaller kitchens with three pieces of cookware that nest and take up the space of a single item. The Universal Cookware was introduced in other markets in 2021.



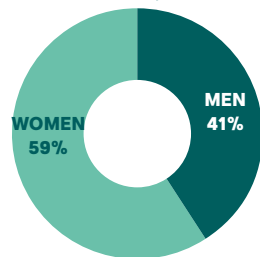
Social: Resilient People and Communities

Our Associates*

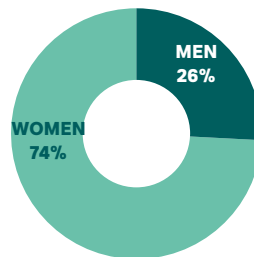
Associates by Region



Associates by Gender



New Hires



* As of 2020

Tupperware Brands has always aimed to provide a caring, empowering and inspiring workplace.

Over the past year, our Associates have been at the center of our hearts and minds as we have together faced the challenges and opportunities of the COVID-19 pandemic and of executing our Turnaround Plan. With new leadership, including a new Chief Executive Officer and President as well as Executive Vice President and Chief Human Resources Officer, we are creating an even stronger culture that will help us nurture a better future, not only for those we touch through our business, but also for ourselves as a global Tupperware team. Some of the ways we are reinforcing our values-driven culture include:

- **Aligning human resources processes** throughout the company to provide a single framework in which all our business regions can operate effectively allowing efficient, consistent and comparable performance management. This is supported by new corporate centers of excellence to lead best practice in human resources disciplines such as recruitment, performance management and leadership development.
- **Adopting management by objectives frameworks** to support performance enhancement, compensation, incentive programs and talent planning.
- **Introducing more flexibility around when and where to work**, reflecting a new model that proved successful during the COVID-19 pandemic. TuppFlex is a new policy that provides more flexible working hours and increases the support for remote working arrangements.

“We are adjusting our business model and working practices to a new reality, recognizing that, while we all have had to make changes, some of these changes are an improvement over our past. For example, our new TuppFlex program allows Associates to work from home, offers greater choice and working arrangement flexibility, and in many cases increases productivity while also enabling us to reduce our office space. We are seeking to deliver a new normal which is a *better* normal for all of our Associates.”

Beatriz Diaz de la Fuente,
Executive Vice President
and Chief Human Resources Officer

- **Integrating an unconditional responsibility mindset** among our leadership teams as a basis to drive accountability and ownership across the organization to enable success against our Turnaround Plan.
- **Improving recognition to drive further engagement** and reward contribution. Our new global recognition and rewards program, TuppSTAR, aligns with our principles, values and core competencies to help reinforce a culture of accountability, inclusion and celebrating success. We recognize approximately 50 Associates across our regions each month.
- **Enhancing communication tools** to ensure everyone is connected and has the right information to do their job, including monthly Global Town Halls, global organization updates and new hire announcements, monthly global newsletters, as well as a robust internal intranet with resources and information.

Staying Safe through COVID-19

Helping Associates stay safe during the COVID-19 pandemic was and is a clear priority for Tupperware. We adhere to guidance from the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO) on actions required by individuals and businesses to protect Associates, support our global Sales Force and maintain business continuity. During the pandemic we:

- Kept our Associates informed of regulations governing remote work, travel, use of Personal Protective Equipment whether in the office or in a factory setting, with communication lines open for all Associates to ask questions or raise concerns.
- Transitioned Associates where possible to remote working arrangements, providing them with necessary equipment and tools.
- Enhanced medical safety procedures, including temperature checks for Associates who continued to work onsite and providing additional medical leave and assistance as needed.
- Provided COVID-19 rapid tests for Associates.

As we start to emerge from the pandemic, we are formalizing relevant working arrangements with new flexible remote working opportunities and additional virtual tools and platforms to facilitate productive and enjoyable time at work.

COVID-19 measures at our plants: All our plants took similar measures to protect Associates throughout the pandemic. Here are some examples from our South Africa plant:



Chemical sanitizer for thorough site cleaning.



Floor markings in all site areas including yards for social distancing.



Pedal sanitizers installed throughout the plant.



Sanitizer kits provided to all Associates.

Training and Development: In addition to ongoing professional skills and management training, in 2020, we placed added focus on leadership development. We piloted a new program with our Executive Team, that aims to help leaders discover their natural management styles and seek opportunities to be more effective by enhancing existing strengths. Following this individual phase, we expanded the learning to delivering results in effective teams.

In 2020, we also introduced TuppTalent, a new process to assess skills and competencies demonstrated by our Associates and create robust succession planning. TuppTalent also includes an onboarding framework to help integrate new Associates in the right way from day one.

Internships: In 2020, we introduced our Early Talent Identification Program for college students to gain six months of internship experience by working on large, high-level projects in different departments across the company. Sessions were conducted across several countries on Zoom, and at the end of the program, students presented their recommendations to managers and a project review committee at Tupperware. We expect to maintain this program annually.



“The Early Talent Identification Program provides college students the opportunity to work on real projects within the company and create a tangible, lasting impact. By working with experienced managers, we got a glimpse at what our careers could look like following graduation. It’s amazing to work for a brand that so many of us grew up with, and I am grateful to have been offered a full-time role at the end of my internship!”

Maggie Cavalenes
Global Communications & PR Specialist and former ETIP



Diversity, Equity and Inclusion (DEI)

We believe in an inclusive workplace where everyone has the opportunity to feel welcome, valued and contribute to the best of their potential

Our people truly are at the heart of Tupperware, and as a global organization, diversity has naturally been embedded throughout our organization over the last 75 years. Moving forward, it is critical for us to not only emphasize the beautiful diversity of our people, but also to nurture an inclusive workplace that provides an equitable opportunity for all to grow and succeed.

We believe diversity, equity and inclusion are intertwined. At every level of our organization, we are challenging ourselves to ask the right questions, provide adequate training and most importantly, listen to our people. Through this commitment, we strengthen our values in doing what is right, succeeding as a team and always improving. In 2021, we launched a new DEI strategy that allows us to listen and learn from the experiences of our Associates. We will continue to evolve the program according to Associate needs.

While we have had various DEI-related actions in place for many years – such as our Associate Resource Groups and partnerships with local diverse chambers of commerce in Orlando – our turnaround allows us to refocus those efforts into a continuously evolving strategy and ensure that Tupperware is a welcoming and inclusive place for our Associates to work and grow.

Through our comprehensive materiality assessment, “culture, diversity, equity and inclusion” was identified as a critical and key area of focus.

We remain focused on how we attract and retain diverse talent, how we build a culture that fosters inclusion, as well as strengthening and building external community partnerships. Key words in how we categorize our efforts: **LISTEN, EDUCATE, COMMUNICATE, CELEBRATE, ACTIVATE.**

We have also begun implementing DEI training across the company in an effort to educate all global Associates on diversity, equity and inclusion. Our goal is to have 100% of all global Associates complete DEI training each year and include this training as part of our new hire onboarding process.

“At Tupperware, we encourage everyone to foster an environment where all of us – no matter your walk of life – are accepted, recognized and respected. We believe in the power of diverse voices and communities to help us be better as individuals and contributors to society. We also believe that you should have the freedom to be who you are both inside and outside the workplace.”

Miguel Fernandez
Chief Executive Officer

In connection with this goal, for the first time we established targets to drive improved DEI performance across Tupperware:

Targets	By 2025	By 2030
Be globally recognized for diversity, equity and inclusion in the workplace	Achieve global certification for gender equity areas including representation, pay equity, policies and practices, and inclusiveness in career development	Achieve certification by a globally-recognized intersectional equity standard

Safety, Health and Wellness

Helping people stay safe, healthy and well at work is a primary objective for Tupperware at all times and in all our locations around the world.

We comply with all applicable safety legislation wherever we operate and in addition, we hold ourselves accountable to our own stringent safety standards and practices encompassing our Associates, contractors, our independent Sales Force and visitors to our sites. Beyond safety, we encourage our Associates to engage in activities and programs that help them focus on being healthy and well as a way of life, not just at work.

Safe Working Practices: Responsibility for safety management rests with our Chief Operating Officer who is supported by a global infrastructure of safety officers and safety committees at each of our facilities, overseeing safety compliance, risk management, hazard elimination and performance reporting. They are responsible for safety compliance, assessing safety risk, helping to ensure hazards are eliminated, rolling out training to all Associates in the supply chain and reporting performance.

All our 14 operating plants around the world compete for our TuppStar Annual Social Impact Award which recognizes social impact initiatives, including outstanding safety performance. Winning teams must demonstrate strong safety performance including zero lost time accidents and the highest safety ratings

Greece

- More than 5,000 hours of safety training delivered.
- Conducted targeted training on use of fire extinguishers, safe forklift driving and safety practices for emergency team leaders.
- Focus on ergonomics with new workspaces, workbenches for packing and new material racks and trolleys to prevent strain injuries.

South Africa

- 100% attendance of all plant personnel at safety training, which included Lock Out Tag Out procedures, fire safety, working on ladders and forklift operation.
- Recognition for good safety behavior rewarded with a Safety Day T-shirt.
- Workplace safety survivor game challenge to raise awareness of safety hazards in a fun way.

India

- More than 4,900 hours of safety training delivered, including a special focus on traffic safety.
- Several safety innovations implemented to prevent fire hazards and dust accumulation on production lines and improve chemical safety and hazard communication.
- Ergonomic improvements included relocation of packing line to reduce exertion for carton movement and installation of conveyor for transferring cartons.

China

- More than 4,700 hours of safety training delivered across 23 different health and safety topics.
- Several machine modifications to improve ergonomic profiles for factory operators, for example, new cap molds were created to avoid manual fitting to reduce hand and arm exertion, and covers were added to all potential pinch points on product conveyors.

across several metrics. Our sites participate in global initiatives as well as developing creative ways to reinforce a culture of safety at each site. 2020 was an especially challenging year due to the additional requirements to keep our Associates safe during continued operations through the COVID-19 pandemic.

Safety Around the World: A core annual initiative is Safety Day, in which all plants participate with initiatives engaging the entire workforce at the site. This year, our activities were also designed to energize our personnel, while taking into account the local social gathering restrictions. Examples of activities at a selection of global sites demonstrate the local culture of each during Safety Day and throughout the year.

Investing in Health and Wellness: Since 2008, our award-winning TupperFit program encourages our Associates to enhance their lives through personal fitness, health and nutrition. In 2020, we maintained our focus on staying healthy during the COVID-19 pandemic, supporting our Associates with multiple global and local initiatives, including virtual programs to encourage exercise, mental health and stress management.

Global quarterly health initiatives in 2020 included:

- Leading a healthy lifestyle - with a focus on walking for fitness, managing cholesterol, quitting smoking and managing alcohol intake
- Eye test for all Associates on site free of charge
- Know your numbers – vital health metrics, what they mean and how to manage them
- Eye strain education including causes of eye strain, proper screen practices and eye care tips

Other activities at different sites in 2020 included:

- Ergonomics training by physiotherapists focusing on musculoskeletal disorders at work, prevention and physiotherapy
- Stress management for managers to help them recognize issues and support their teams
- Healthy cooking, eating and nutrition workshops
- Health awareness campaigns on different days during the year, supporting employees with knowledge and guidance for care and support, and where relevant, prevention or free testing options, including:
 - World Lymphoma Awareness Day
 - World Breast Cancer Day (with information regarding free mammographs)
 - World Osteoporosis Day (with information regarding free bone density testing)
 - World Diabetes Awareness Day
 - World Aids Awareness Day
- TupperWalk program with short walks outside the plant during breaks and walking meetings



Our Sales Force

Tupperware's success over the years has been powered by our millions of independent consultants in more than 70 countries, with approximately 534,000 being active at any given time.

While our predominant model has always been direct sales, independent Sales Force members in certain markets own and operate retail stores and studios, which provide an entrepreneurial opportunity to engage with consumers to demonstrate and sell products in convenient locations. In China, for example, Sales Force members operate more than 5,600 such stores. As part of our Turnaround Plan, we will offer additional in-person product purchasing opportunities to complement the current retail store and studio platforms.

Expanding digital tools

In 2020, the COVID-19 pandemic required a rapid shift by the Sales Force to digital methods of doing business to continue to reach current and new consumers. While in some markets, this presented challenges, in other markets, our Sales Force embraced new opportunities to scale outreach quickly and efficiently. Throughout this period, we provided extensive support to our Sales Force with digital tools to connect with consumers directly through social media, personalized web pages and online Tupperware parties and administrative support such as new tools to receive and process orders and manage personal schedules. We invested in training to support Sales Force members to help them adapt quickly, with many moving from no online presence at all to full utilization of digital platforms in the space of a few short weeks. We believe this digital presence will remain an important part of our business model going forward, furnishing Sales Force members with more choices for doing business and opportunities for expansion.

Our most advanced digital tool is called TuppSocial, which makes it easy for our Sales Force to grab and share social media content to better market their businesses and product offerings. We have expanded this technology into 23 markets with more planned in the coming months. We are also rolling out technology tools like Tupperware Live, which enables our Sales Force to host virtual parties and allows their customers to purchase in the moment. We have launched this in 19 markets so far with more countries coming online in 2022. Our most recent technology addition is an onboarding tool. It helps to drive retention and performance and is also where our Sales Force members can find resources for communication as well as continued education and training. It has been launched in 2 key markets so far, with 5 more planned before the end of 2021.

Enhancing entrepreneurship

Entrepreneurship has always been at the heart of Tupperware's success. Recently, we have been focusing on delivering our Turnaround Plan by making it easier for the Sales Force to do business. For example, we developed targeted approaches to support Sales Force members in different ways, according to their motivation: those who want to generate a consistent and increasing income, and invest in business building, and those who choose to join the Sales Force to gain product discounts and other benefits.

Rekha Ramesh, Tupperware's Chief Digital & Information Officer, was named a 2021 CIO of the Year Winner by CGT - Consumer Goods Technology - a digital media brand as recognition for her work in accelerating our digital transformation and rapidly rolling out tools to help our global Sales Force start, grow and sustain their businesses, especially in today's increasingly virtual environment.

"In this period of significant change, one thing has not changed: the tremendous entrepreneurial opportunity we offer to millions of individuals around the world to build skills, develop confidence and generate income at their own pace, in ways that fit with their lifestyle choices and commitments. Our flexible model remains an exciting opportunity and this was amplified during the COVID-19 pandemic when the volatility of typical job markets prompted more people to join our Sales Force and start to generating income from day one."

Patricio Cuesta
President of Commercial Worldwide

Stories from the field

We conduct business around the world, and recognize that each region has its own identity, challenges, and opportunities. In 2020, all of our regions responded effectively to the demands of a new business environment.

North America

In North America, 2020 was one of the most productive sales periods in our company's history, due to the convergence of several factors:

- The COVID-19 pandemic forced many people who had lost their jobs to seek new sources of income – in 2020, we increased from 30,000 to 50,000 Sales Force members.
- Lockdowns across the country meant people prepared more meals at home and took the opportunity to refresh their kitchenware.
- We focused on Sales Force retention with new targeted incentives and support tools to meet different needs. For example, in June 2020, we introduced the Virtual Kit, enabling new Sales Force members to achieve preferred discounts without a large upfront investment
- We continued to innovate and bring relevant, useful, environmentally favorable products to market. In 2020, our ECO+ range gained significant momentum as well as other innovations. Our partnership with the National Park Foundation attracted much interest.

SUCCESS STORY:

In the U.S., at the height of the COVID-19 pandemic, many of our Sales Force members continued to not only serve their customers through selling Tupperware products online, but they also supported our Adopt-a-First Responder campaign. With the support of local communities, Sales Force members like Valerie Lockwood and Kate Murphy in New York were able to donate thousands of Tupperware soup mugs, filled with a soup package and snacks to first responders and frontline healthcare workers.

“One of the biggest challenges we face is team building in a virtual environment. I find that even though our virtual tools are effective, and have enabled us to continue to do what we do well, they can still be somewhat impersonal. Our business is about relationships. We need to learn how to work better within our virtual platforms in ways that foster creativity, brainstorming, and more personal interactions. I expect that the future holds a sort of hybrid approach – in which we continue to reap the benefits of the digital environment while gathering in person to keep our relationships strong.”

Pieter Swanepoel

Vice President of Global Direct Sales Strategy

South America: Brazil

The COVID-19 pandemic was devastating for Brazil, both in terms of the toll on people, who suffered sickness and loss of life, and also on the economy, which suffered a major downturn, with thousands of people losing their jobs. At Tupperware Brazil, we aimed to support both our Sales Force and our consumers by continuing to offer products and incentives to help people adapt to new ways of working and living. With more people working from home, home schooling, and eating more in the home, we tailored our offerings to provide affordable, energy and space saving food preparation solutions. We also accelerated our adoption of digital tools, which we had begun to design prior to the COVID-19 pandemic, to enable our Sales Force to reach consumers in different parts of the country. We are optimistic for the future as we proved our relevance during the pandemic and expect to leverage this advantage going forward.

“We made a decision very early on that would benefit our business, especially in the wake of the catastrophic circumstances of the COVID-19 pandemic. We felt that too many people were depending on us, even though the easier option might have been to put our operations on hold until a return to regular operations. Instead, we were bold, and this has paid off in terms of loyalty, motivation and optimism that will fully manifest when we return to a more normal operating environment.”

Paola Kiwi

President of Tupperware Brazil

SUCCESS STORY:

Nirma Ourives, a Tupperware consultant in Brazil for over a decade, shifted her approach to business – and life – due to the pandemic. Nirma is a mother to four children and started her Tupperware business to make extra income – and ended up building a successful career and becoming a mentor to many. When the pandemic started, she took a course in social media and invested her own time and resources to learn more. She started using digital tools like Digital Brochure and TuppSocial, sharing products and demo videos, cards, easy and personal recipes and posting content to encourage other consultants to reinvent themselves. In a few months, following her own unique plan, Nirma went from 200 followers on Instagram to nearly 1,200 and doubled her sales during the pandemic period.



Asia Pacific (APAC)

2020 was a very challenging period for this diverse region. In many areas, internet access remained limited, and the adoption of digital tools and online work was slow. Connectivity challenges existed not only for our Sales Force, but also for our consumers who were inexperienced with ordering products online. Once it became clear that navigating the COVID-19 pandemic was not a short-term disruption to the way we live and work, but a longer-term reality, Tupperware APAC embraced the opportunity for change and took several measures:

- Optimized our procedures and processes to minimize expenses and to help maintain continuity during the economic downturn caused by COVID-19.
- Rolled out rapid, comprehensive, tailored training for our Sales Force, and assisted in setting up our teams with both the tools and the knowledge to succeed in a digital environment.
- Transitioned to online recruiting and fully virtual onboarding to attract new members to the Sales Force and give them the tools to succeed.
- Focused our efforts on retention of Sales Force members who saw Tupperware as a key source of income, while offering attractive incentives to those who were more interested in gaining discounts and benefits across our product ranges.

Overall, we protected the business and continued to serve our customers in APAC. Importantly, the accelerated pace of digitization has also brought new skills to our Sales Force, which will be relevant going forward, even when in-person interactions return in a post-COVID world.

“These past couple of years have been enlightening for me. We’re effecting a brand-new way of doing business and as a leader, I need to be much more agile and adapt to the times, and help my teams do the same. I feel as though we crammed five years into two! Going forward, we will need to find the right balance in a hybrid model, with a focus on personal interactions on the one hand, and digital skills on the other.”

Christine Wong

Vice President, Commercial APAC

SUCCESS STORY:

Nor Ezwani Bt Mat Nor @ Zakaria & Azmir Bin Ayub work as a husband-and-wife team in our Malaysia Sales Force since 2012, and during the pandemic they stepped up to embrace all the digital support and training Tupperware could provide, and regularly held online meetings to keep their teams motivated. As a result, from a business that was totally offline before the pandemic, they succeeded in moving 40% of the business online, while more than tripling overall sales. The team was awarded the rank of Presidential Director, which recognizes team development and strong sales performance.



Europe, Middle East and Africa (EMEA)

Our European region is comprised of diverse markets, cultures and economies. Different countries were at different stages of digital readiness when the COVID-19 pandemic started, but in all cases, a reassessment of priorities and new ways of living and working was needed.

Our response across the region was tailored to the needs of our Sales Force. In Iberia, we piloted an adjustment to compensation plans to offer more immediate rewards for strong performance and this proved successful throughout the pandemic. In Germany, the most sophisticated market in terms of market development and digitization, we saw double digit growth in our sales figures, building on an existing [digital] infrastructure.

“We saw some embrace the COVID-19 pandemic as a call to action, while others found the transition more difficult. We have continued to play to our strengths and differentiate compensation to reward strong performers. We are also seeing a lively interest in the sustainability of our products. Our ECO+ Bottles and other ECO+ products have been a big hit in Europe, especially in Germany.”

Marco Brandolini

Vice President, Commercial EMEA

SUCCESS STORY:

In Italy, Sales Force Unit Managers Paola Anselmi and Laura Luvotto adapted how they sell by turning to Smart Parties, our digital version of home parties, to keep their businesses running through the pandemic. Both Paola and Laura immediately started online after receiving digital selling training, tools and tips. After almost 20 years of traditional Tupperware parties, both embraced the Smart Party and were able to maintain and expand their networks considerably.

Watch Paula and Laura talking about Smart Parties [here](#).



Our Communities

Tupperware's business has always been deeply rooted in our communities around the world, and as a business based on relationships, we see our ability to engage in our communities and give back as an integral part of our culture.

In 2020, the value of our corporate giving (monetary and in-kind donations) at the corporate and local levels amounted to \$4.24 million.

This represents 3.8% of Tupperware's net income in 2020, which compares very favorably relative to the most community investments made by U.S. companies (median of 0.91% of net income, from a benchmark of 233 U.S. companies²).

Community engagement

All of our sites around the world participate in one way or another in our giving initiatives, which, in addition to monetary and product donations, involve our Associates in volunteer activities in our communities.

Some examples of our charitable activity around the world in 2020 include:

- **Austria:** We led a product campaign in one of our high sales months, January, with a promised contribution to "Herzkinder Österreich", an organization that helps families with children born with heart illnesses, based on product sales volumes.
- **Brazil:** Our teams rallied together to collect and deliver nearly 300 toys for donation to children at a local school over the Christmas holiday.
- **India:** The entire Tupperware India Team actively participated, promoted and donated to the Zomato Feeding India –Nourish the Needy program with the objective of feeding 5,000 households. We provided ration kits to 5,730 families in three cities and served more than 600,000 meals, impacting thousands of families.
- **Greece:** Our teams in Greece supported several initiatives including providing daily lunch for pupils at three local schools and donating computer equipment for disabled children, as well as donations to various other causes.
- **Argentina:** Our teams supported "Banco de Alimentos" to help reduce hunger and avoid food waste. We donated Tupperware containers and kitchen accessories to community kitchens in the food bank network.
- **South Africa:** Our teams in South Africa continued to support Boys & Girls Clubs South (BGCSA) Africa for the ninth consecutive year. BGCSA provides daily after school and holistic youth development programs to schoolchildren and has expanded to six Clubs in and around Johannesburg, reaching 1,800 youth annually. BGCSA is preparing to open a seventh club in 2020, with Tupperware's ongoing support.

²Data from CECP: Giving in Numbers, 2020 Edition. <https://cecp.co/home/resources/giving-in-numbers/?tid=1398>

Giving for the planet

In support of our No Time To Waste® strategy, and in recognition that our impact on the planet extends well beyond the door of our factories, in 2020, we pledged \$1 million to the National Park Foundation towards its Resilience & Sustainability initiative to ensure parks thrive today and for generations to come.

The **National Park Foundation** initiative supports the National Park Service goal to integrate sustainability practices into park operations. Our donation will support waste diversion and reduction efforts in U.S. national parks, which welcome more than 300 million visitors annually at more than 400 parks and programs across the National Park System. As a premier partner of the National Park Foundation's Resilience & Sustainability initiative, Tupperware will support efforts to educate, provide solutions for, and raise awareness of waste reduction and diversion efforts and best practices for visitors. With high levels of visitation, the National Park Service is managing approximately 80 million pounds of waste across U.S. parks every year.

Tupperware's support will focus on critical waste reduction and diversion needs across some of the National Park System's most visited sites to reduce waste in parks and protect resources for the enjoyment of current and future generations. These priority projects include:

- **Water refill stations:** Single-use plastic bottles are a significant source of waste in parks across the nation. To combat this, Tupperware's contribution will support the installation of new water refill stations at a number of national parks across several U.S. states, including the National Mall, one of the most visited parks. Tupperware's support to the National Park Foundation will result in an estimated diversion of nearly 10 million single-use plastic bottles from landfills annually.
- **Recycling infrastructure and education:** At Great Basin National Park and Yellowstone National Park, Tupperware's support will fund the purchase of new recycling sorting stations and improve signage to help visitors recycle properly. These efforts will teach the growing number of park visitors how to be environmental stewards and how their actions can keep our national parks green.
- **Composting infrastructure:** Unused and discarded food is another major source of waste in national parks, and compostable materials account for as much as 40 percent of waste in parks. To decrease food waste, we will support projects that improve parks composting initiatives, including the addition of solar panels needed to operate the full-time food waste-composting program. Grand Canyon National Park, which welcomes 5.97 million visitors each year, composting can divert over 1,000 tons of waste from landfills each year and reduce associated transportation costs.

"Together we are investing in the future of national parks, helping to ensure that these stunning and meaningful places thrive for generations to come. We're grateful to Tupperware for their tremendous support for waste reduction efforts that make our parks more resilient and sustainable for the benefit of all of us."

Will Shafroth

President and Chief Executive Officer,
National Park Foundation

In honor of Giving Tuesday on December 1, 2020, Tupperware additionally donated **50%** of the retail proceeds from sales of its ECO+ Water Bottles in the U.S. and Canada to the National Park Foundation.



Community solidarity in times of emergency

Tupperware and our Associates and Sales Force members consistently rally together to support our communities around the world when disaster strikes. Our solidarity takes several forms, including monetary donations, fundraising initiatives, product donations, and volunteering. In 2020, we supported many communities that suffered devastation, including the following:

- **Australia:** We drove a campaign in February 2020 to give back to the communities in and around Australia who were severely affected by the devastating Bush Fires, which burned for weeks on end. In total, our campaign, together with a monetary donation to the Australian Red Cross, amounted to \$32,500.
- **Lebanon:** Following the horrific explosion in Beirut in August 2020, we donated products valued at \$10,000. Our distributors and sales managers also volunteered to prepare and deliver lunches (in partnership with the Fattal Group) to families in the city. View more [here](#).
- **Mexico:** We made monetary donations of more than \$4,500 and ran a fundraising campaign that generated more than \$200,000 to support communities in the states of Tabasco and Chiapas in Mexico, which were affected by severe flooding and landslides. In addition to the help provided by Tupperware Mexico, our Associates and Distributors provided clothing and more than 200 cleaning and hygiene kits.
- **Philippines:** In support of communities during the Taal volcanic eruption and during typhoons in the country, we provided monetary support, product donations and funds raised through a marketing campaign which added up to a contribution valued at more than \$20,000. Our Associates also purchased, made and distributed hygiene kits to families in need.



Governance: Action with Accountability

Corporate Governance

At Tupperware, we believe that our legacy of responsible business forms the foundation for our future success. We believe in the need for robust corporate governance to direct, guide and support our leadership team during pursuit of our goals and in driving an ethical and responsible culture.

Our Board of Directors

Our Board of Directors currently (as of mid-2021) comprises eleven members, of whom four (45%) are women, including the non-executive chair.

In 2020, our Board of Directors adopted a virtual meeting plan, and to date, meetings remain virtual. During the year, the Board was intensively involved in our COVID-19 response and management through the challenges of the pandemic, as well as in the initial phases of the delivery of our Turnaround Plan, including multiple executive leadership and structural changes in the business.

In 2021, we welcomed four additional members to our Board of Directors, each with deep experience that will be invaluable as Tupperware continues to deliver on its Turnaround Plan. These Board members replaced three Directors who did not stand for reelection at the 2021 annual meeting. The new Board members are:

- **Deborah Ellinger**, with extensive global board experience, and with a focus on the intersection of consumer products and services, technology and digitization.
- **James Fordyce**, with transformation and financial expertise, as well as direct selling industry and business-to-business partnership experience.
- **Timothy Minges**, with over three decades of proven executive leadership, innovation, and consumer expertise with extensive experience in Asia.
- **Pamela Jones Harbour**, a former Commissioner of the United States Federal Trade Commission, with experience in competition law, consumer protection, information privacy and data security.

We plan to supplement our longstanding commitment to gender equality by creating a target for our company to integrate social diversity factors into our Board of Directors selection criteria.

Targets	By 2025	By 2030
Supplement our longstanding history of gender equality and racial diversity on our Board of Directors by further integrating additional forms of diversity	Continued focus on social diversity factors in Board of Directors selection including gender, race, ethnicity, background, age, disability, and varied professional experience and expertise	Grow social diversity profile on Board of Directors

Further, with our new structured focus on Environmental, Social and Governance (ESG) components, we completed a full refresh of our corporate governance documents, including updating all Board Committee Charters in early 2021. Explicitly, the Nominating, Governance and Social Responsibility Committee Charter now includes the important role of exercising primary responsibility for oversight of ESG matters. We also amended our company bylaws to be gender neutral.

Our Board of Directors receives updates on progress in our ESG approach and receives educational presentations by internal and external experts to enhance its knowledge and awareness of ESG topics. Board Members also stay up to date with investment analyst ESG rankings and offer guidance in prioritizing opportunities for improvement.

For more details of corporate governance at Tupperware, including Board Committees and their composition, please see: <https://ir.tupperwarebrands.com/corporate-governance/governance-documents>

Performance-based compensation linked to ESG

In 2021, following the completion of our materiality assessment and adoption of a new set of ESG targets, we have defined a target to make a very clear link between performance-based compensation and our ESG performance:

Targets	By 2025	By 2030
Integrate ESG mindset into employee performance and compensation activities	Apply ESG-related metrics in performance and/or compensation goals to management and Executive Officers of the company	Implement ESG-related metrics in employee performance and/or compensation goals for employees across the company

“It’s important in today’s business environment that what we say is not aspirational. It must be deliverable, in order to secure the trust of our investors and all stakeholders. For that, we need clear metrics and measures. Tying executive compensation to ESG performance is just one of the ways in which we are aiming to achieve greater clarity and linkage between our values, our business, our people and our performance.”

Sandra Harris
Chief Financial and Operations Officer

Upholding Compliance and Ethics

We take a strict approach to compliance throughout our business, aiming to comply with all applicable laws and regulations everywhere we operate. We maintain a strong legal team at corporate and regional or country levels to ensure compliance requirements are understood and effectively executed. Our Code of Conduct guides our behavior in all aspects of responsible business and is available in 14 languages. All our new Associates receive our Code of Conduct and sign their agreement to uphold its provisions.

During 2020, our compliance and Code of Conduct meetings and trainings were held virtually via an interactive video platform. This year, we pre-recorded our Code of Conduct training module, enabling Associates to take the training at a time convenient to them, with most still working from home. The module contains new areas of emphasis such as anti-corruption and anti-bribery. 100% of Associates completed our mandatory annual Code of Conduct training.

Our Ethics Committee, comprising senior executives from legal, financial human resources and internal audit functions continued to meet frequently throughout 2020, including weekly for six months of the year as we were establishing new processes to tighten our compliance structure and effectively manage investigations and actions relating to reporting to our hotline. In 2021, we hired a new Director of Compliance to help further embed and improve company compliance processes at the corporate and local levels.

From a cultural standpoint, to reinforce inclusion and ethical conduct and encourage greater awareness of the needs of our diverse teams, in 2021 we provided cultural sensitivity training for our 100 top leaders in the company, spanning the globe and all functions.

“One of our core values as a company is that we do what’s right. We see our compliance program, including our anonymous compliance hotline, as a critical tool to help us do just that. In times of significant change, as we have experienced in the past year, it is natural that people have questions or concerns, and we encourage the engagement of our compliance teams and use of the compliance hotline as a safe channel for communication. Our Ethics Committee values employee outreach and reporting to understand the varied experiences and morale, and help us address concerns before they become compliance issues.”

Karen Sheehan
Chief Legal Officer

Enterprise risk management and internal audit

In 2021, we undertook a strategic review to enhance our enterprise risk management approach and created a roadmap for enterprise risk assessment. We conducted a survey among 80 leaders in the business in 2020 and analyzed their inputs to develop a set of top 20 enterprise risks from a likelihood, velocity and severity standpoint. We also prepared a geopolitical assessment of the top 40 markets in which we have a presence. Working with this input, we held several meetings and discussions to develop mitigation plans and monitoring processes for current and emerging risks, focusing on the overall top ten. These include risks relating to:

- Product accessibility
- Digital transformation
- Cyber security
- Supply chain management.

Our enterprise risk roadmap informs our internal audit priorities and in 2021, we progressed our audit program in our four major markets.

“I am pleased that we were able to make progress in our core compliance, risk management and internal audit programs, despite the challenging times we have been living through. I believe the tone from the top, starting with the oversight of the Board of Directors, and exceptional support from Tupperware executive leadership, gives us a mandate to do what’s necessary and to do it in the right way.”

Alexandra Moreno

Vice President, Internal Audit and Enterprise Risk Management

Ethical sourcing

The extended supply chain is a critical link with our business and our customers, ensuring that goods and services are provided at the right time and at the right quality to maintain continuity of supply. Increasingly, corporations are expected to be proactive in establishing environment, social and governance (ESG) standards throughout the supply chain and drive accountability among suppliers in adhering to these standards. Such an approach is necessary to protect people and the environment from potential risks of supply chain failures and also protect business reputation.

As such, we seek out suppliers that share our values and at the same time, meet or exceed our commercial standards. Our objective is to achieve long-term, positive, partnership-based relationships with our global strategic suppliers while

setting an expectation for our 11,000+ suppliers of goods and services to respect and uphold our values. New suppliers are subject to a thorough qualification process, which includes a risk assessment of a legal, financial, operational or reputational damage (sanction checks) assessment. The supplier must pass this screening prior to conducting business with Tupperware Brands.

Our **Supplier Code of Conduct** binds suppliers to compliance with and adherence to compliance laws, anti-bribery laws in the U.S. and Europe, as well as forced labor, child labor, ethical employment and environmental practices. In addition, our supply chain performs due diligence on new suppliers, including labor and environmental practices, asking suppliers to self-certify to our standards. Based on our evaluation of the risks of the activity and the manufacturing location, we may mandate a third party environmental, social and governance (ESG) audit, using typically SMETA (Sedex Members Ethical Trade Audit) 4 pillars standards by an accredited external firm on behalf of Tupperware. A SMETA 4-pillar audit comprises labor standards, health and safety, management systems, human rights, recruitment, entitlement to work, subcontracting and homeworking, environmental assessment and business ethics. We also rely on reports that can be provided by other third parties using SMETA or Business Social Compliance Initiative (BSCI) standards. Where possible, our global procurement department engages with our suppliers in initiatives to improve process and engineering efficiencies for product or packaging design and supply processes.

Information security and data privacy

We continued our focus on embedding data privacy awareness and practice to ensure our global businesses are compliant in the European Union with the GDPR, and with other applicable data privacy regulations across the world. In 2021, we implemented a worldwide data protection and privacy policy that establishes a minimum standard, modeled after the principles of the GDPR, for the treatment of all personal information the company processes.

We maintain counsel in our legal group that specializes in global data privacy, and remain up to date with developments at all times. Data security is part of our basic training program for all Associates, and we have begun to roll out a global data privacy training program. All Associates will begin receiving regular training on data privacy and will be assigned training tailored to their roles and potential interaction with personal information. Additionally, prior to engaging global vendors who will process personal information on our behalf, we conduct a review of vendors’ IT security measures to ensure that they meet certain minimum standards.



TupperwareBrands